



CATHEDRAL CITY POLICE DEPARTMENT

"Pride in Service"

TRAVIS WALKER | CHIEF OF POLICE

To: Travis Walker, Chief of Police
From: Anthony Yoakum, Deputy Chief of Police
Date: December 18, 2017
Subject: PSB 2017-037

Synopsis

On Wednesday, September 6, 2017, Detectives [REDACTED] and [REDACTED] witnessed Detective Alfredo Luna come in late for his shift. [REDACTED] and [REDACTED] also observed Luna leave early on that same day. Their normal shift is from 2 p.m. to 12 midnight. They witnessed Luna come in 30 to 45 minutes late and leave around 7 or 8 p.m.

When turning in their completed time sheets, [REDACTED] and [REDACTED] noticed Luna's time sheet stated he worked a full day on that September 6. They felt this was wrong and later reported it to Sgt. [REDACTED] and Sgt. [REDACTED].

Upon being interviewed regarding this issue, Detective Luna denied remembering this incident at all. He does not remember the day in question (September 6), and doesn't remember any conversations with [REDACTED] and [REDACTED] about it. When confronted with the fact that he didn't make up the time elsewhere and didn't get permission from his supervisor to adjust his schedule, Luna said he then just made a mistake on his time sheet.

Additionally, Luna remembers "skimming through" the new city policy regarding accurate payroll time keeping, but confirms he understands the purpose of it. That purpose being to stress accurate time card reporting.

Findings

After reading the investigation into this matter, and listening to all the recorded interviews, I agree with Sgt. [REDACTED] findings. Detective Luna violated numerous policy and procedures by not accurately recording his time worked, not seeking prior approval from his supervisor before leaving work, not thoroughly reviewing new policy before signing he did, and being absent with leave, to name just a few. I find the following list of policy violations **Sustained**:



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340.5.1 LAWS, RULES AND ORDERS

(c) Violation of federal, state, local or administrative laws, rules or regulations.

Cathedral City Employee Regulations, Policy Manual Article, violation of 8.21 – (14) Unexcused absence (22) Falsification/misstatement to any record and (2) Failure to adhere to department rules, policies or procedures – (time card discrepancies).

Violation of Cathedral City Police Department Policy Manual 1036.1.1, Responsibility for completion of payroll records. Employees are responsible for the accurate and timely submission of payroll records for the payment of wages.

1055.1.3 UNAUTHORIZED LEAVE

Any employee who is absent from work without approved leave shall be subject to termination.

340.5.2 ETHICS

(g) Any other failure to abide by the standards of ethical conduct.

340.5.5 CONDUCT

(h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(k) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of a memorandum of understanding or contract to include fraud in securing the appointment or hire.

(m) Any other on or off-duty conduct which any member knows or reasonably should know or unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

340.5.4 PERFORMANCE

(a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.

(b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.



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(c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.

340.5.9 ATTENDENCE

- (a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
- (b) Unexcused or unauthorized absence or tardiness.

Recommendations

Due to there being sufficient evidence to support the allegations against Detective Alfredo Luna, I recommend the following discipline:

1. 15-day (150 hours) suspension from duty.
2. Removal from the Cathedral City Gang Unit and returned to a patrol assignment
3. Six-month step reduction in pay (Step 7 to Step 6).



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MEMORANDUM

TO: Alfredo Luna, Police Officer
FROM: Travis Walker, Chief of Police
DATE: February 22, 2018
SUBJECT: Response to Skelly Hearing

On February 15, 2018, you and your attorney [REDACTED] met with me in a meeting commonly known as a Skelly Hearing. The meeting was conducted for you to present your position to me regarding Deputy Chief Yoakum's recommendation that you be suspended without pay 150 hours, single step pay reduction for six-months, and removal from the Gang Unit for PSB case 2017-37.

I was impressed with your acceptance of responsibility, and your commitment to be more accurate and accountable for your timekeeping. I have carefully considered your comments and have again reviewed the investigative material previously provided to you. I have chosen to reduce the proposed suspension of 150 hours to 72 hours, however I am upholding your removal from the Gang Unit, as well as the single step pay reduction for six-months. Your suspension must be served within the next 30 days at a time convenient for the Department and yourself.

Should you wish to appeal this decision, you may do so by following the procedures and timelines outlined in the Memorandum of Agreement between the City and the Cathedral City Police Officer's Association (CCPOA).